

Impact Assessment - First Stage

1. Details of the initiative

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| Initiative description and summary: Recruitment and Appointment of Director of Education, Leisure and Lifelong Learning |
| Service Area: Workforce Matter |
| Directorate: All |

2. Does the initiative affect:

| | Yes | No |
|--------------------------------------|-----|----|
| Service users | | X |
| Staff | X | |
| Wider community | | X |
| Internal administrative process only | X | |

3. Does the initiative impact on people because of their:

| | Yes | No | None/ Negligible | Don't Know | Impact H/M/L | Reasons for your decision (including evidence)/How might it impact? |
|----------------------------|-----|----|---------------------|---------------|-----------------|--|
| Age | | X | | | | |
| Disability | | X | | | | |
| Gender Reassignment | | X | | | | |
| Marriage/Civil Partnership | | X | | | | |
| Pregnancy/Maternity | | X | | | | |
| Race | | X | | | | |
| Religion/Belief | | X | | | | |
| Sex | | X | | | | |

| | | | | | | |
|--------------------|--|---|--|--|--|--|
| Sexual orientation | | X | | | | |
|--------------------|--|---|--|--|--|--|

4. Does the initiative impact on:

| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence used) / How might it impact? |
|---|-----|----|---------------------|---------------|-----------------|---|
| People's opportunities to use the Welsh language | | X | | | | |
| Treating the Welsh language no less favourably than English | | X | | | | |

5. Does the initiative impact on biodiversity:

| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence) / How might it impact? |
|---|-----|----|---------------------|---------------|-----------------|--|
| To maintain and enhance biodiversity | | X | | | | |
| To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, | | X | | | | |

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|--|--|--|--|--|--|--|
| such as air quality, flood alleviation, etc. | | | | | | |
|--|--|--|--|--|--|--|


6. Does the initiative embrace the sustainable development principle (5 ways of working):

| | Yes | No | Details |
|--|-----|----|---|
| Long term - how the initiative supports the long term well-being of people | x | | The timely appointment of a Director of ELLL will ensure a smooth transition to a new Corporate Director, and ensure that leadership of the Council's education workforce, its key asset, is secured. |
| Integration - how the initiative impacts upon our wellbeing objectives | x | | As above. The appointment of a Corporate Director will provide the necessary leadership to ensure wellbeing objectives are met. |
| Involvement - how people have been involved in developing the initiative | x | | The appointment process will the involvement of include key stakeholders. |
| Collaboration - how we have worked with other services/organisations to find shared sustainable solutions | | x | N/A – this is a Neath Port Talbot Council appointment. |
| Prevention - how the initiative will prevent problems occurring or getting worse | x | | A timely appointment will ensure a smooth transition to a new Director. |

7. Declaration - based on above assessment (tick as appropriate):

| | |
|---|-------------------------------------|
| A full impact assessment (second stage) is not required | <input checked="" type="checkbox"/> |
| Reasons for this conclusion | |
| A full impact is not required as there is no impact on any protected group. It also has no negative impact on bio-diversity or the Welsh Language. | |

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|--|--------------------------|
| A full impact assessment (second stage) is required | <input type="checkbox"/> |
| Reasons for this conclusion | |
| | |

| | Name | Position | Signature | Date |
|---------------|---------------|--------------------------|---|-------------|
| Completed by | | | | |
| Signed off by | Sheenagh Rees | Head of Service/Director |  | 07/10/20 |